

HUPO Nominations and Elections Committee (HUPO-NEC)

Report for HUPO Council meeting 2020

Status August 13, 2020

Members

- Aleksandra Nita-Lazar, USA (Chair)
- Henning Hermjakob, UK (co-Chair)
- Jun Qin, USA/China
- Paola Roncada, Italy
- Peter Hoffmann, Australia
- Rebekah Gundry (USA)

Committee objectives

- Recruit a representative and diverse group of strong candidates for HUPO Council election
- Recruit a representative and diverse group of strong candidates for HUPO Executive committee

Activity level

3 EC update TCs, 101 emails 8/14/2019 -8/11/2020.

Activities

- Sent out call for HUPO EC candidates
- Finalized HUPO Council candidate slate which will be sent out for the election. For the full list see separate documentation. Diversity aspects:

Diversity aspects of HUPO council candidates

		Central	Eastern	Western
Gender (election candidates)	M	5	3	3
	F	2	2	3
Gender (diversity candidates)	M	0	2	1
	F	0	0	1
Returning/new candidates	Returning	5	5	3
	New	2	2	5

Challenges

Ensuring diversity in multiple dimensions with a relatively small number of candidates per year and region is and remains a challenge. The dimensions we are taking into account are gender, region, area of research, commercial/ academic. To address the diversity challenge, a few years ago HUPPO introduced the "Diversity Candidates", two (out of five) councillors are directly nominated by the HUPPO regions with the explicit aim to increase diversity. It is essential that the HUPPO regions do not use these "Diversity Candidate" positions as "safe list places", but really nominate councillors who are increasing diversity.

In the current reporting period, we have achieved quite a good gender balance, and overall a good balance between new and returning candidates in all the regions in the general pool as well as in the diversity pool (because of the motion we passed in 2019). This year, the Central region opted to increase the general pool of candidates and not to nominate any Diversity candidates, which was accepted.

Recommendations

In 2017, the HUPPO Council implemented the NEC recommendation to remove the condition that candidates have to have 10 years of professional experience. As we don't have systematic statistics on candidate age/years of professional experience, we can't comment on any trends observed among this year's candidates (only that this year, we had only one candidate, from the Central region, who is a postdoctoral fellow), but the subjective impression is that we should continue to actively encourage younger candidates to stand for council election. Also, an important goal is to achieve balance between different parts of the regions, getting more nominations from Africa and South and Central America.